DEPARTMENT OF NATIONAL DEFENCE
CANADA

OPERATIONAL RESEARCH DIVISION
PERSONNEL OPERATIONAL RESEARCH TEAM

RESEARCH NOTE 9608

A SYNOPSIS OF FEMALE PARTICIPATION IN THE REGULAR FORCE OF THE CANADIAN FORCES

by

L. Tanner

NOVEMBER 1996

OTTAWA, ONTARIO

National Défence
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Operational Research and Analysis

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Recommended by: _____ Approved by: _____

Team Leader/PORT DOR(CAM)

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OTTAWA, ONTARIO NOVEMBER 1996

ABSTRACT

This research note provides a brief synopsis of female participation in the Regular Force of the Canadian Forces (CF). With the removal of restrictions on the employment of women in the CF as ordered by the Canadian Human Rights Tribunal in 1989 and the downsizing efforts of the Regular Force since the early 1990's, the participation of women in the military has changed over the last seven years. With the reductions, the overall numbers of both women and men are currently below 1989 levels. However, the proportional change has generally been greater for men than it has been for women, resulting in the female representation rate being higher than it was in 1989. This trend is seen for both officers and non-commissioned members (NCMs), although female representation rates have decreased slightly for NCMs since peaking in 1994 while female representation rates continue to increase for officers. Female participation continues to be highest in the more traditional types of occupational (MOC) groups for women (ex. medical, dental and support) and lowest in the operational MOC groups.

TABLE OF CONTENTS

	Page No.
Abstract	i
Table of Contents	ii
Introduction	1
Methodology	1
Overview	1
Officer Component	3
NCM Component	6
Summary	12

Annex A - Occupational Groups in the Canadian Forces

A SYNOPSIS OF FEMALE PARTICIPATION IN THE REGULAR FORCE OF THE CANADIAN FORCES

Introduction

1. With the removal of restrictions on the employment of women in the Canadian Forces (CF) as ordered by the Canadian Human Rights Tribunal in 1989 and the downsizing efforts of the Regular Force since the early 1990's, the participation of women in the military has changed over the last seven years. The following synopsis summarizes the trends observed since 1989, for both officers and non-commissioned members (NCMs) in various military occupation (MOC) groups. This analysis provides essential background information when addressing issues related to women in the CF.

Methodology

2. The data used to analyze female participation trends in the CF were extracted from the Military Personnel Information System (MPIS), the main personnel database for the CF. Snapshots as of the first of January of each year from 1989 to 1996 were used in this analysis, which is based on the total strength of the Regular Force. This analysis concentrates on the Regular Force exclusively and does not include the Reserve component of the CF.

Overview

3. As shown in Figure 1 and summarized in Table I, the total numbers of both women and men in the Regular Force are presently at levels lower than those in 1989. Whereas the total number of men has been dropping over the entire period, the total number of women increased until 1991 and then began to decrease. In the last year, the total number of women has in fact decreased at a faster rate than that observed for the total number of men. The initial growth in the number of women combined with the continual decrease in the number

of men resulted in the total female representation rate increasing to a high of 11.1% in 1994. (The female representation rate is simply the number of women divided by the total number of men and women, expressed as a percentage.) However, with the recent infrastructure downsizing and the enhancement of the operational component of the Regular Force, the total female representation rate has since dropped slightly, albeit to a level still higher than that observed in 1989, to 10.9%.

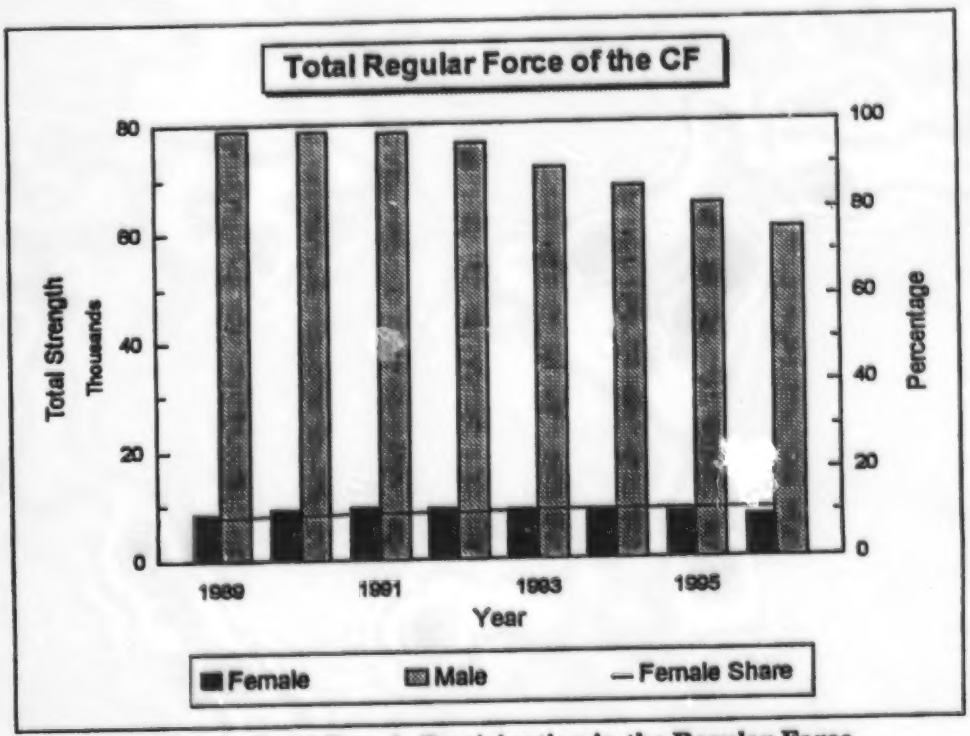


Figure 1: Total Female Participation in the Regular Force

Table I: Changes in the Regular Force Strength of the CF

	1989	1996	% CHANGE
FEMALE	8,641	7,352	- 14.9%
MALE	79,056	60,304	- 23.7%
TOTAL	87,697	67,656	- 22.9%
FEMALE SHARE	9.9%	10.9%	

Officer Component

4. As shown in Figure 2 and summarized in Table II, the total numbers of both female and male Regular Force officers are presently at levels lower than those in 1989. Whereas the total number of male officers increased only until 1990 before decreasing, the total number of female officers grew between 1989 and 1994 and then began to drop. The longer period of growth in the number of female officers combined with the larger decrease in the number of male officers has resulted in the total female representation rate for the Regular Force officer component steadily increasing over the period to 11.1% in 1996.

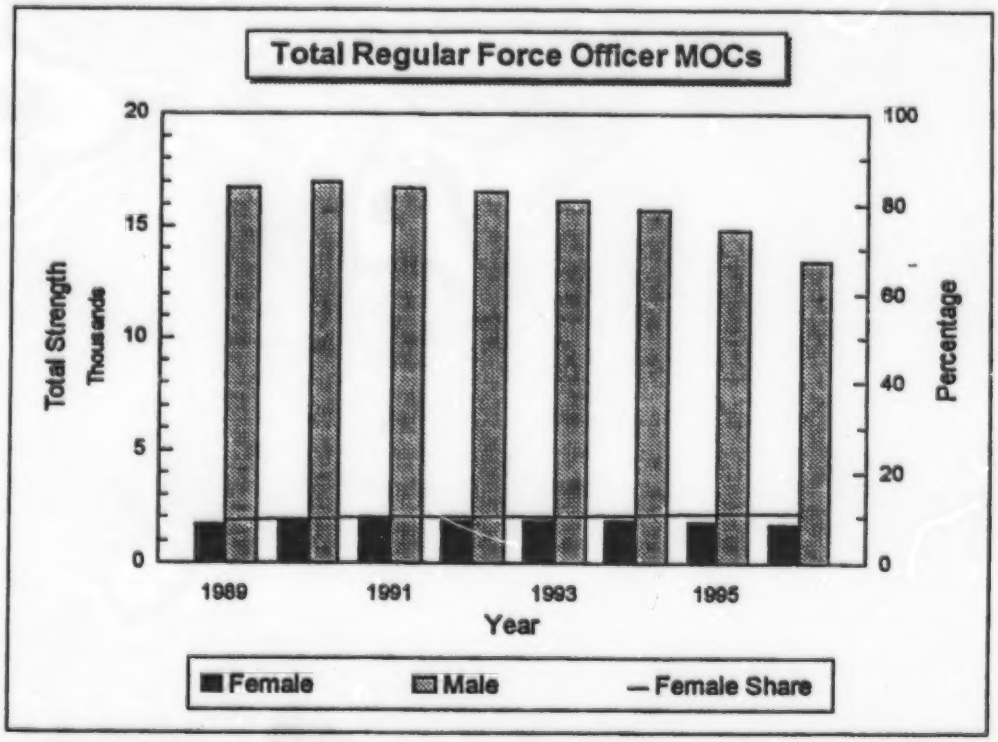


Figure 2: Female Participation in the Regular Force Officer Component

Table II: Changes in the Regular Force Officer Strength of the CF

	1989	1996	% CHANGE
FEMALE	1,718	1,689	- 1.7%
MALE	16,747	13,461	- 19.6%
TOTAL	18,465	15,150	- 18.0%
FEMALE SHARE	9.3%	11.1%	

5. The trends in female participation in each of the Regular Force officer MOC groups are shown in Figure 3 and summarized in Table III. (A list of the Regular Force officer MOCs in each of the MOC groups is contained in Annex A.) The numbers of female officers in both the Operational and Engineer MOC groups are currently above 1989 levels, although the number of female engineer officers peaked in 1994 and has since decreased. The number of female officers in the Operational MOC group is substantially higher than that observed in 1989 and has yet to experience a downward trend as seen in the other MOC groups, which is encouraging as the CF has undertaken great efforts to open all MOCs to women. The numbers of female officers in the Specialist and Support MOC groups are below 1989 levels, their numbers having fallen since approximately 1991. The numbers of male officers are below 1989 levels in all four MOC groups, the most substantial drop occurring in the Support MOC group.

6. Interestingly, the number of female officers has decreased more than the number of male officers in the Specialist MOC group, which can mostly be attributed to a large reduction in the Nursing MOC (MOC 57) over the last year. It is not surprising then that female representation rates have steadily increased in all of the other officer MOC groups, while the female representation rate in the Specialist MOC group has dropped in the last year. It should also be noted that, despite the drop, female representation rates have been traditionally highest in the Specialist MOC group, while the Operational MOC group has had the lowest female representation rates.

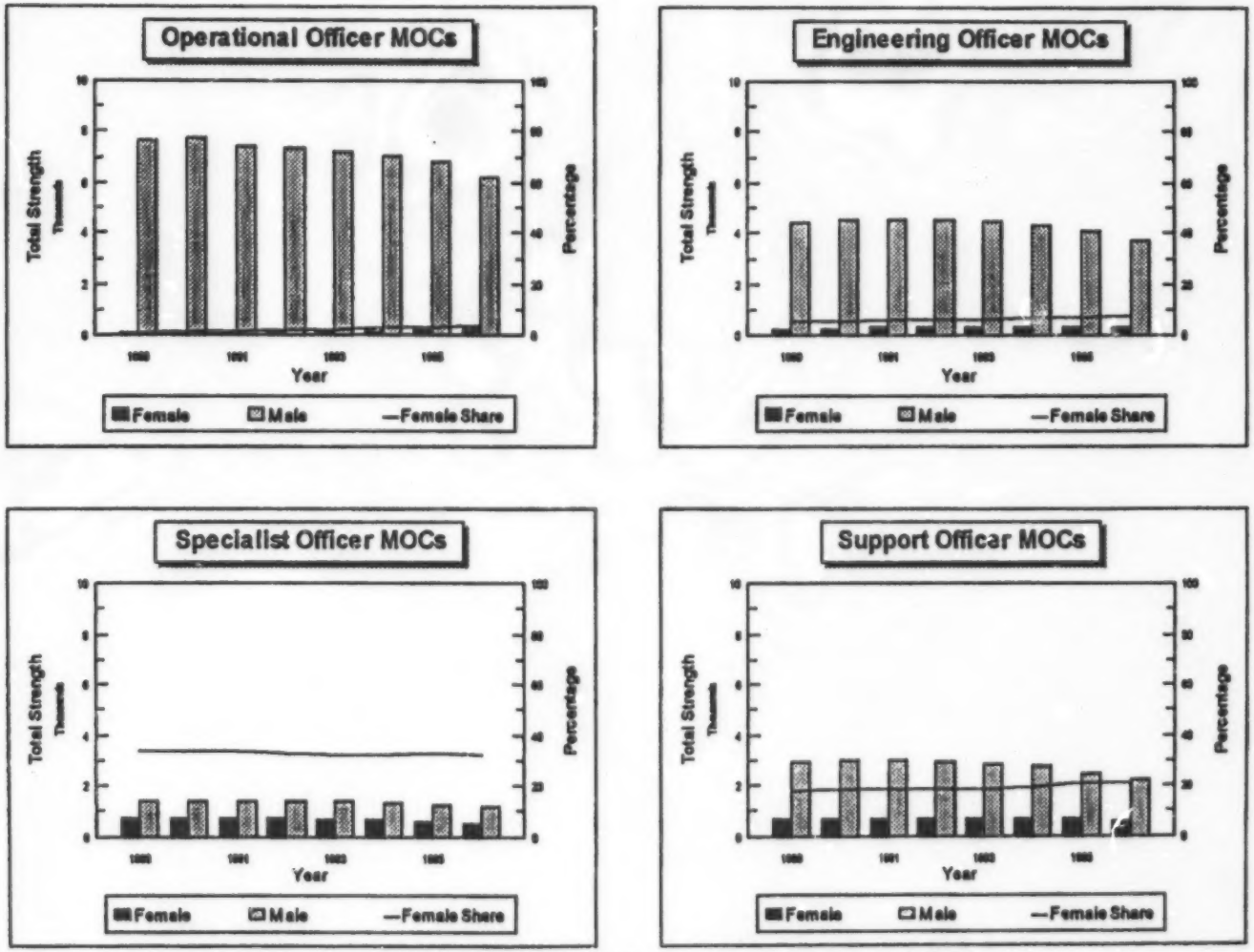


Figure 3: Female Participation in Regular Force Officer MOC Groups

Table III: Changes in the Regular Force Officer MOC Group Strengths

MOC GROUP	GENDER	1989	1996	% CHANGE
OPERATIONAL	FEMALE	95	234	+146.3%
	MALE	7,626	6,195	- 18.8%
	TOTAL	7,721	6,429	- 16.7%
	FEMALE SHARE	1.2%	3.6%	
ENGINEER	FEMALE	251	302	+ 20.3%
	MALE	4,416	3,695	- 16.3%
	TOTAL	4,667	3,997	- 14.4%
	FEMALE SHARE	5.4%	7.6%	
SPECIALIST	FEMALE	701	535	- 23.7%
	MALE	1,379	1,144	- 17.0%
	TOTAL	2,080	1,679	- 19.3%
	FEMALE SHARE	33.7%	31.9%	
SUPPORT	FEMALE	625	597	- 4.5%
	MALE	2,936	2,237	- 23.8%
	TOTAL	3,561	2,834	- 20.4%
	FEMALE SHARE	17.6%	21.1%	

NCM Component

7. As shown in Figure 4 and summarized in Table IV, the total numbers of both female and male Regular Force NCMs are presently lower than in 1989. Whereas the number of male NCMs has been dropping over the entire period since 1989, the number of female NCMs increased until 1991 and then began to decrease. It should be noted that the rate of decrease has indeed been greater for female NCMs as a whole over the last two years. The initial growth in the number of female NCMs combined with the continual decrease in the number

of male NCMs caused the total female NCM representation rate to increase to a high of 11.2% in 1994. However, with the recent infrastructure downsizing and the enhancement of the operational component of the Regular Force, the rate has since dropped slightly, although to a level still higher than that observed in 1989, to 10.8%.

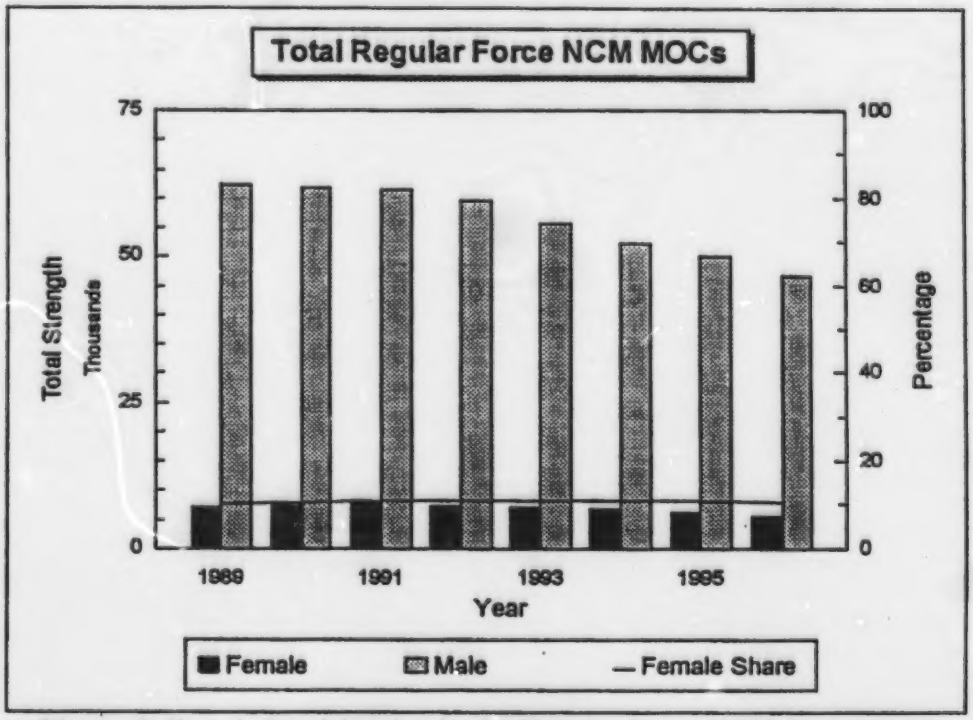


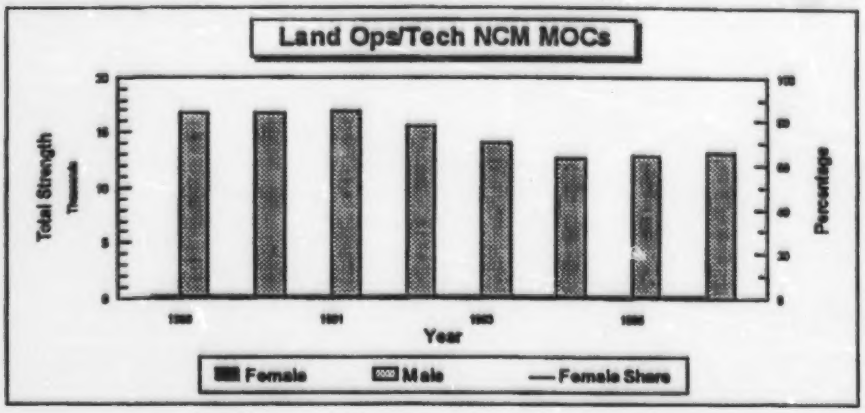
Figure 4: Female Participation in the Regular Force NCM Component

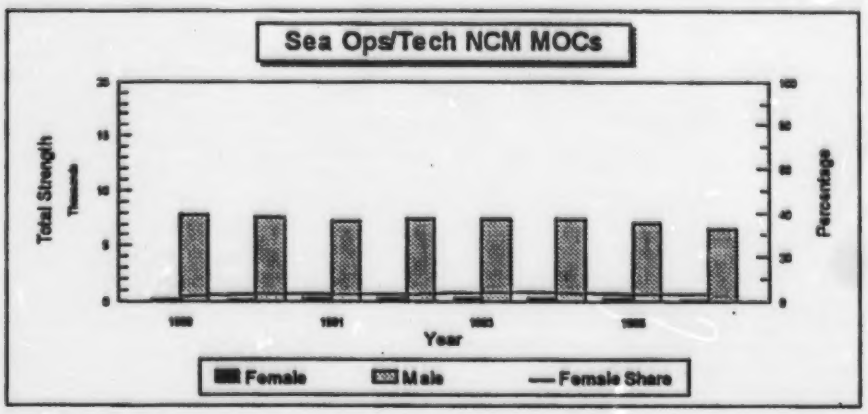
Table IV: Changes in the Regular Force NCM Strength of the CF

	1989	1996	% CHANGE
FEMALE	6,923	5,663	- 18.2%
MALE	62,309	46,843	- 24.8%
TOTAL	69,232	52,506	- 24.2%
FEMALE SHARE	10.0%	10.8%	

8. The trends in each of the Regular Force NCM MOC groups are shown in Figure 5 and summarized in Table V. (A list of the Regular Force NCM MOCs in each of the MOC groups is also contained in Annex A.) The numbers of both female and male NCMs are currently below 1989 levels in all MOC groups, except the Sea Operational/Technical (Ops/Tech) MOC group where the number of female NCMs remains above 1989 levels after peaking in 1994. In most of the MOC groups, the numbers of male NCMs have been falling since 1989, whereas the numbers of female NCMs have only been on the decrease since the early 1990's. One exception to this trend is again the Sea Ops/Tech MOC group whose NCM population has fluctuated over time; and the other exception is the Land Ops/Tech MOC group where the numbers of both male and female NCMs are currently on the increase.

9. Male NCMs have experienced larger overall proportional decreases in their numbers than have female NCMs, and consequently the female representation rates are above 1989 levels in all of the NCM MOC groups except the Air Ops/Tech MOC group where the female representation rate has remained relatively stable. Although the levels of female representation have fluctuated over the last seven years in most of the NCM MOC groups, it should be noted that the female representation rate is currently declining in the Sea Ops/Tech and the Military Engineers/Communications (Mil Engr/Comm) MOC groups, which coincides with a higher rate of decline in the number of female NCMs than male NCMs in these MOC groups. It should also be noted that the female representation rate remains highest in the (Medical/Dental) Med/Dent MOC group and lowest in the Land Ops/Tech MOC group.





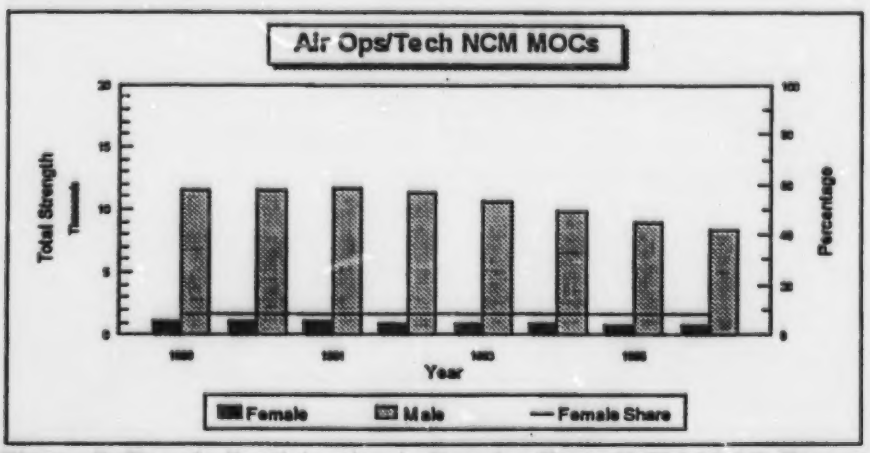
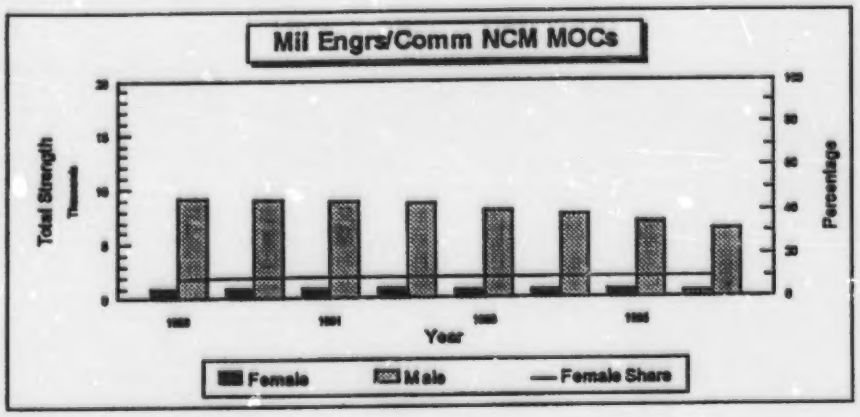
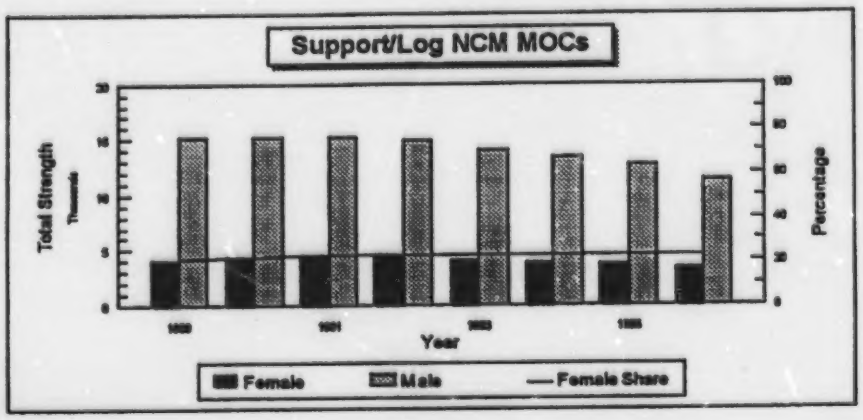


Figure 5: Female Participation in Regular Force NCM MOC Groups





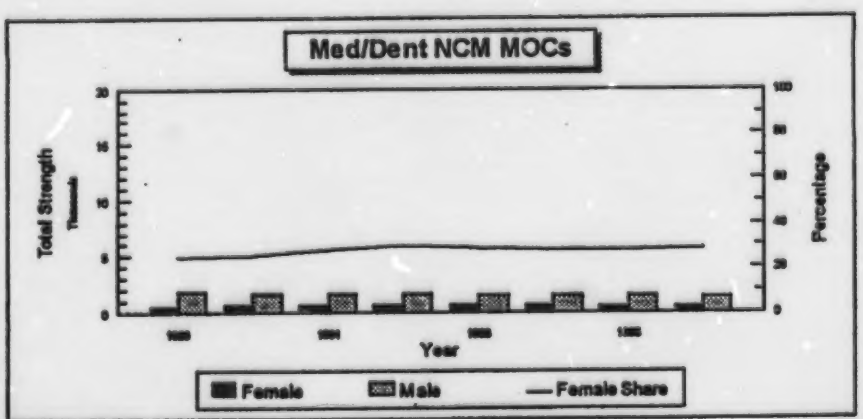


Figure 5: Female Participation in Regular Force NCM MOC Groups (Cont.)

Table V: Changes in the Regular Force NCM MOC Strengths of the CF

MOC GROUP	GENDER	1989	1996	% CHANGE
LAND OPS/TECH	FEMALE	142	119	- 16.2%
	MALE	16,741	13,166	- 21.4%
	TOTAL	16,883	13,285	- 21.3%
	FEMALE SHARE	0.8%	0.9%	
SEA OPS/TECH	FEMALE	202	225	+ 11.3%
	MALE	7,840	6,508	- 17.0%
	TOTAL	8,042	6,733	- 16.3%
	FEMALE SHARE	2.5%	3.3%	
AIR OPS/TECH	FEMALE	1,073	768	- 28.4%
	MALE	11,572	8,283	- 28.4%
	TOTAL	12,645	9,051	- 28.4%
	FEMALE SHARE	8.5%	8.5%	
MIL ENGRS/COMM	FEMALE	858	645	- 24.8%
	MALE	9,167	6,270	- 31.6%
	TOTAL	10,025	6,915	- 31.0%
	FEMALE SHARE	8.6%	9.3%	
SUPPORT/LOG	FEMALE	4,075	3,368	- 17.3%
	MALE	15,190	11,287	- 25.7%
	TOTAL	19,265	14,655	- 23.9%
	FEMALE SHARE	21.2%	23.0%	
MED/DENT	FEMALE	573	538	- 6.1%
	MALE	1,799	1,317	- 26.8%
	TOTAL	2,372	1,855	- 21.8%
	FEMALE SHARE	24.2%	29.0%	

Summary

10. With the downsizing efforts of the Regular Force, the overall numbers of both women and men are now well below 1989 levels. However, the number of men has generally fallen at a faster pace than the number of women, resulting in an increase in the female representation rate over the seven year period. This trend is seen for both officers and NCMs, although the female representation rate has decreased slightly for NCMs since peaking in 1994 while the female representation rate continues to increase for officers. Female participation continues to be highest in the more traditional MOC groups for women and lowest in the operational type MOC groups.

OCCUPATIONAL GROUPS IN THE CANADIAN FORCES

Officers

1. In the gender analyses of the Canadian Forces (CF), four military occupation (MOC) groups have been used for Regular Force officers:

a. the Operational MOC group which includes the following MOCs:
   i. Armoured (ARMD) - MOC 21,
   ii. Artillery (ARTY) - MOC 22,
   iii. Infantry (INF) - MOC 23,
   iv. Air Navigator (ANAV) - MOC 31,
   v. Pilot (PLT) - MOC 32, and
   vi. Maritime Surface and Sub-Surface (MARS) - MOC 71;

b. the Engineer MOC group which includes the following MOCs:
   i. Engineering (ENG) - MOC 24,
   ii. Aerospace Engineering (AERE) - MOC 41,
   iii. Communications and Electronic Engineering (CELE) - MOC 42,
   iv. Electrical and Mechanical Engineering (EME) - MOC 43,
   v. Maritime Engineering (MARE) - MOC 44,
   vi. Military Engineering (MILE) - MOC 45, and
   vii. Airfield Engineering (AF ENGR) - MOC 46;

c. the Specialist MOC group which includes the following MOCs:
   i. Health Care Administrator (HCA) - MOC 48,

ii. Physiotherapist (PHYSIO) - MOC 49,

iii. Dental (DENT) - MOC 51,

iv. Dental Associate Officer (DAO) - MOC 52,

v. Pharmacist (PHARM) - MOC 54,

vi. Medical (MED) - MOC 55,

vii. Medical Associate Officer (MAO) - MOC 56,

viii. Nursing (NURS) - MOC 57,

ix. Social Worker (SOCW) - MOC 58,

x. Pastoral Associate (Roman Catholic) (PA(RC)) - MOC 59,

xi. Chaplain (Protestant) (CHAP(P)) - MOC 61,

xii. Chaplain (Roman Catholic) (CHAP(RC)) - MOC 62,

xiii. Legal (LEG) - MOC 67,

xiv. Personnel Selection (PSEL) - MOC 72,

xv. Training Development (TDEV) - MOC 74, and

xvi. Music (MUSC) - MOC 75; and

d. the Support MOC group which includes the following MOCs:

i. Physical Education and Recreation (PE&R) - MOC 53,

ii. Air Traffic Control (ATC) - MOC 63,

iii. Air Weapons Control (AWC) - MOC 64,

iv. Flight Engineer (FLE) - MOC 65,

v. Public Affairs (PAFF) - MOC 66,

vi. Personnel Administration (PADM) - MOC 68,

vii. Logistics (LOG) - MOC 69,

viii. Postal (POST) - MOC 76,

ix. Security (SECUR) - MOC 81, and

x. Intelligence (INT) - MOC 82.

NCMs

2. In addition to the four MOC groups used for officers, six MOC groups have been used for Regular Force non-commissioned members (NCMs):

a. the Land Operational/Technical MOC group which includes the following MOCs:

i. Crewman (CRMN) - MOC 011,
ii. Artilleryman Field (ARTYMN FD) - MOC 021,
iii. Artilleryman Air Defence (ARTYMN AD) - MOC 022,
iv. Infantryman (INFMN) - MOC 031,
v. Field Engineer (FD ENGR) - MOC 041,
vi. Field Engineer Equipment Operator (FEE OP) - MOC 042,
vii. Vehicle Technician (VEH TECH) - MOC 411,
viii. Weapons Technician (W TECH L) - MOC 421,
ix. Electro-Mechanical Technician (EL M TECH) - MOC 431,
x. Fire Control Technician (Electronic) (FCT (ELEC)) - MOC 432,
xi. Fire Control Technician (Optronic) - MOC 433,
xii. Fire Control System Technician (Land) (FCS TECH) - MOC 435, and
xiii. Materials Technician (MAT TECH) - MOC 441;

b. the Sea Operational/Technical MOC group which includes the following MOCs:

i. Naval Weapons Technician (NW TECH) - MOC 065,
ii. Boatswain (BOSN) - MOC 181,
iii. Oceanographic Operator (OCEAN OP) - MOC 191,
iv. Naval Signalman (NAV SIG) - MOC 262,

v. Naval Acoustics Operator (NAC OP) - MOC 273,

vi. Naval Radio Operator (NRAD OP) - MOC 274,

vii. Naval Combat Information Operator (NCI OP) - MOC 275,

viii. Naval Electronic Sensor Operator (NES OP) - MOC 276,

ix. Naval Electronic Technician (Acoustics) (NE TECH A) - MOC 283,

x. Naval Electronic Technician (Communications) (NE TECH C) - MOC 284,

xi. Naval Electronic Technician (Tactician) (NE TECH T) - MOC 285,

xii. Naval Electronic Technician (Systems) (NE TECH S) - MOC 286,

xiii. Marine Engineer Mechanic (MAR ENG MECH) - MOC 312,

xiv. Marine Engineer Technician (MAR ENG TECH) - MOC 313,

xv. Marine Engineer Artificer (MAR ENG ART) - MOC 314,

xvi. Hull Technician (HULL TECH) - MOC 321,

xvii. Electrical Technician (ELEC TECH) - MOC 331,

xviii. Marine Electrician (MAR EL) - MOC 332,

xix. Clearance Diver (CL DIV) - MOC 341, and

xx. Clearance Diver Technician (CL DIV TECH) - MOC 342;

c. the Air Operational/Technical MOC group which includes the following MOCs:

i. Airborne Electronic Sensor Operator (AES OP) - MOC 081,

ii. Flight Engineer (FLT ENGR) - MOC 091,

iii. Meteorological Technician (MET TECH) - MOC 121,

iv. Search and Rescue Technician (SAR TECH) - MOC 131,

v. Air Traffic Controller (AIR T CON) - MOC 161,

vi. Air Defence Technician (AD TECH) - MOC 171,

vii. Aero-Engine Technician (AE TECH) - MOC 511,

viii. Airframe Technician (AF TECH) - MOC 512,

ix. Aviation Technician (AVN TECH) - MOC 513,

x. Integral Systems Technician (IS TECH) - MOC 521,

xi. Communications and Radar Systems Technician (CRS TECH) - MOC 524,

xii. Avionics Technician (AVS TECH) - MOC 525,

xiii. Safety Systems Technician (SS TECH) - MOC 531,

xiv. Photographic Technician (PHT TECH) - MOC 541,

xv. Instrument Electrical Technician (IE TECH) - MOC 551,

xvi. Metals Technician (MTL TECH) - MOC 561,

xvii. Machinist (MACH) - MOC 562,

xviii. Refinisher Technician (REF TECH) - MOC 563,

xix. Weapons Technician (Air) (W TECH A) - MOC 571, and

xx. Air Weapons Technician (AWS TECH) - MOC 572;

d. the Military Engineers/Communications MOC group which includes the following MOCs:

i. Lineman (LMN) - MOC 052,

ii. Topographical Surveyor (TOPO SVYR) - MOC 141,

iii. Map Reproduction Technician (MAP REPRO TECH) - MOC 151,

iv. Radio Operator (RAD OP) - MOC 211,

v. Teletype Operator (TEL OP) - MOC 212,

vi. Radio Technician (RAD TECH) - MOC 221,

vii. Terminal Equipment Technician (TE TECH) - MOC 222,

viii. Teletype and Cypher Technician (TEL TECH) - MOC 223,

ix. Communications Technician (COMM TECH) - MOC 224,

x. Strategic Information System Technician (SIS) - MOC 225,

xi. Aerospace Telecommunication & Information System Technician (ATIS) - MOC 226,

xii. Land Communication Information System (LCIS) - MOC 227,

xiii. Radar Technician (RDR TECH) - MOC 231,

xiv. Communications Research (COMM RSCH) - MOC 291,

xv. Performance Oriented Electronic Training (POET) - MOC 490,

xvi. Construction Engineering Technician (CE TECH) - MOC 611,

xvii. Structures Technician (STR TECH) - MOC 612,

xviii. Plumber Gas Fitter (PG FTR) - MOC 613,

xix. Electrician (ELECTN) - MOC 614,

xx. Construction and Maintenance Technician (CM TECH) - MOC 615,

xxi. Refrigeration and Mechanical Technician (RM TECH) - MOC 621,

xxii. Electrical Generating Systems Technician (EGS TECH) - MOC 622,

xxiii. Stationary Engineer (STAT ENGR) - MOC 623,

xxiv. Water Sanitation and POL Technician (WSP TECH) - MOC 624,

xxv. Mechanical Systems Technician (MS TECH) - MOC 625,

xxvi. Construction Engineering Procedures Technician (CEP TECH) - MOC 631, and

xxvii. Firefighter (FIREFTR) - MOC 651;

e. the Support/Logistics MOC group which includes the following MOCs:

i. Intelligence Operator (INT OP) - MOC 111,

ii. Military Police (MP) - MOC 811,

iii. Administrative Clerk (ADMIN CLK) - MOC 831,

iv. Finance Clerk (FIN CLK) - MOC 841,

v. Physical Education and Recreation Instructor (PERI) - MOC 851,

vi. Cook (COOK) - MOC 861,

vii. Steward (STWD) - MOC 862,

viii. Musician (MUSCN) - MOC 871,

ix. Postal Clerk (POST CLK) - MOC 881,

x. Supply Technician (SUP TECH) - MOC 911,

xi. Ammunition Technician (AMMO TECH) - MOC 921,

xii. Traffic Technician (TFC TECH) - MOC 933, and

xiii. Mobile Support Equipment Operator (MSE OP) - MOC 935; and

f. the Medical/Dental MOC group which includes the following MOCs:

i. Medical Assistant (MED A) - MOC 711,

ii. Operating Room Assistant (OP RM A) - MOC 713,

iii. Medical Laboratory Technician (MLAB TECH) - MOC 714,

iv. X-Ray Technician (X TECH) - MOC 715,

v. Preventive Medical Technician (PMED TECH) - MOC 716,

vi. Aero-Medical Technician (AERO MED TECH) - MOC 717,

vii. Dental Clinic Assistant (DENT CL A) - MOC 722,

viii. Dental Laboratory Technician (DLAB TECH) - MOC 723,

ix. Dental Equipment Technician (DE TECH) - MOC 724, and

x. Dental Hygenist (DENT HYGST) - MOC 725.

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This research note provides a brief synopsis of female participation in the Regular Force of the Canadian Forces (CF). With the removal of restrictions on the employment of women in the CF as ordered by the Canadian Human Rights Tribunal in 1989 and the downsizing efforts of the the Regular Force since the early 1990's, the participation of women in the military has changed over the last seven years. With the reductions, the overall numbers of both women and men are currently below 1989 levels. However, the proportional change has generally been greater for men that it has been for women, resulting in the female representation rate being higher than it was in 1989. This trend is seen for both officers and non-commissioned members (NCMs), although female representation rates have decreased slightly for NCMs since peaking in 1994 while female representation rates continue to increase for officers. Female participation continues to be highest in the more traditional types of occupational (MOC) groups for women (ex. medical, dental and support) and lowest in the operational MOC groups.

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